

**SECOND AMENDMENT TO THE MOU BETWEEN THE CITY OF CHULA VISTA AND THE CHULA VISTA POLICE OFFICER'S ASSOCIATION ("POA") COVERING THE PERIOD OF MAY 4, 2021, TO JUNE 30, 2024, REGARDING THE ADDITION OF A SIXTH PAY STEP AND STEP ADVANCEMENT**

**WHEREAS**, the City of Chula Vista ("City") and the Chula Vista Police Officer's Association ("POA") entered into a memorandum of understanding ("2021-2024 MOU") covering the period of May 4, 2021, to June 30, 2024, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

**WHEREAS**, the City and POA, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this Second Amendment to the 2021-2024 MOU to add a sixth pay step for all POA represented classifications and an off-cycle pay advancement for all current POA represented employees.

**NOW, THEREFORE**, the City and POA agree to amend the 2021-2024 MOU as follows:

- a. Add Article 2.01 WAGES (I)(A)(4) to read:

A sixth salary step, 5% above the current fifth step, will be created and added to the salary schedule for all POA represented classifications the first full pay period after which City Council adopts via resolution in open session.

- b. Add Article 2.01 WAGES (I)(A)(5) to read:

All employees shall advance to the next available step for their classification the first full pay period after which City Council adopts via resolution in open session.

- c. Amend Article 2.01 WAGES (II) to read:

Merit (Step) Increases will be made according to the formula set forth in the Civil Service Rules currently in effect.

The normal hire rate shall be Step "A" provided, however, that an exceptionally well-qualified candidate may be hired beyond Step "A" within the established range based upon the recommendation of the Chief of Police and approval by the City Manager.

- d. Except as expressly provided herein, all other terms and conditions of the 2021-2024 MOU shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:

DocuSigned by:  
  
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Courtney Chase  
Director of Human Resources/  
Risk Management

DATE: 4/19/2023  
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FOR CHULA VISTA POLICE OFFICER'S  
ASSOCIATION:

DocuSigned by:  
  
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David Oyos  
President

DATE: 4/19/2023  
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